



## Veterans Employment Opportunities Act (VEOA)

You are eligible for this appointing authority if you are:

- a preference eligible (defined in title 5 U.S.C. 2108(3)); **OR**
- a veteran who substantially completed 3 or more years of active service; **AND**
- Your **latest** discharge must be issued under honorable conditions (this means an honorable or general discharge).

Veterans Employment Opportunity Act of 1998, as amended (VEOA) is a competitive service appointing authority that can only be used when filling permanent, competitive service positions. It cannot be used to fill excepted service positions.

"Preference eligible" under VEOA includes those family members entitled to derived preference.

**Supporting documentation:** You must provide acceptable documentation of your preference or appointment eligibility. The member 4 copy of your DD-214, "Certificate of Release or Discharge from Active Duty," is preferable. If claiming, 10 point preference, you will need to submit a Standard Form-15 (SF-15), an Application for 10-Point Veteran Preference, and applicable supporting documents as noted on the form.

To obtain a copy of SF-15, go to [http://www.opm.gov/forms/pdf\\_fill/SF15.pdf](http://www.opm.gov/forms/pdf_fill/SF15.pdf).

You may request copies of your military personnel records online at <http://www.archives.gov/veterans/military-service-records>.

### Additional Veterans' preference information

U.S. Office of Personnel Management's Government-wide Veterans Employment Website:  
<http://www.fedshirevets.gov/job/shav/index.aspx>

OPM Vet Guide:  
<http://www.opm.gov/staffingPortal/Vetguide.asp#VeteransEmploymentAct1998>